



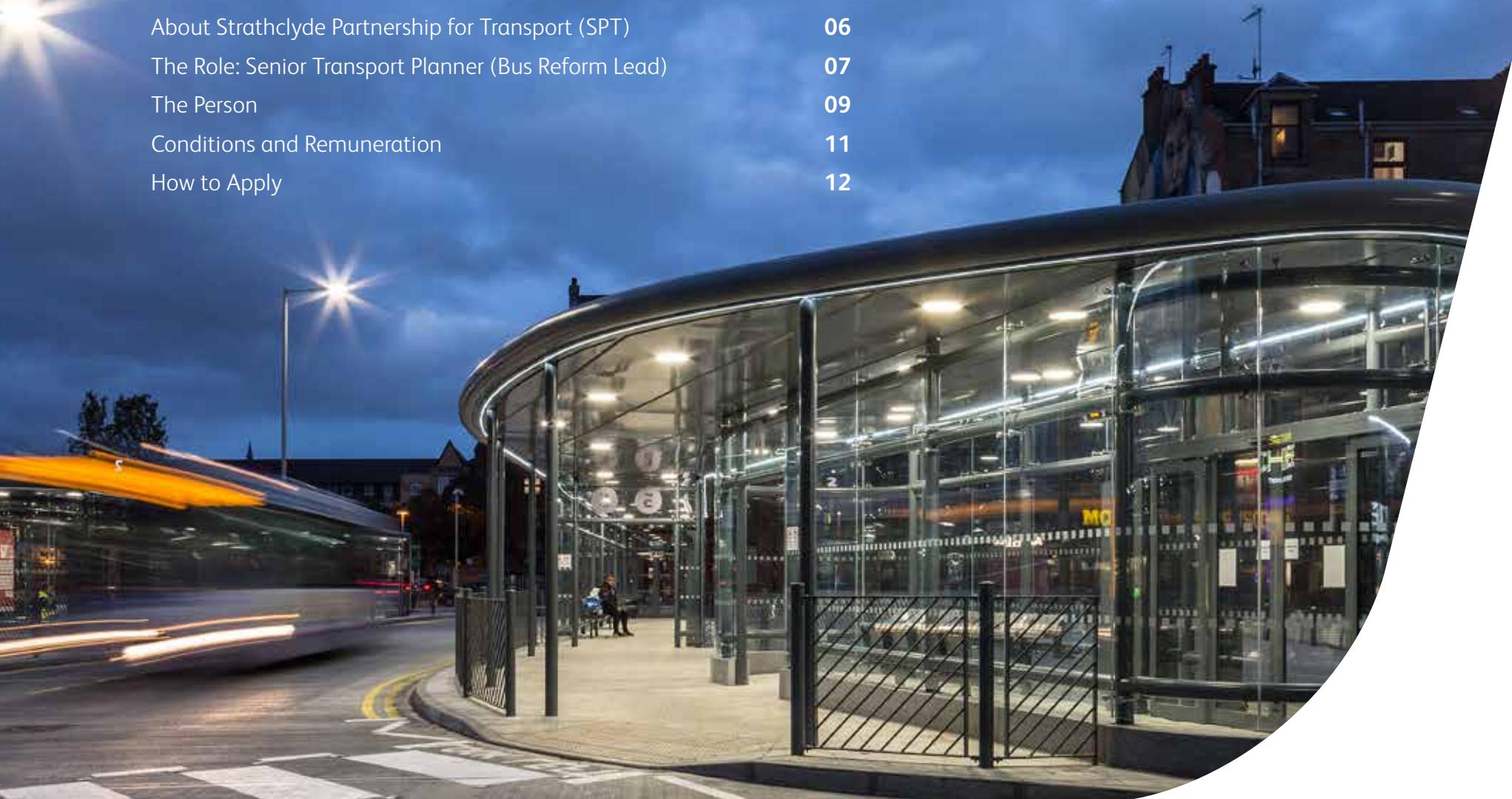
Senior Transport Planners (Bus Reform Leads)

Candidate Information Pack January 2026

LHH

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Welcome from Valerie Davidson, Chief Executive, Strathclyde Partnership for Transport

Drive, curiosity and determination to make a difference.

Public transport has a profound impact on people's lives – shaping access to work and education, supporting economic growth, tackling inequality and helping us respond to the climate emergency. In the West of Scotland, how we plan and deliver local bus services over the coming years will be central to achieving these outcomes.

Strathclyde Partnership for Transport (SPT) is now entering a critical phase in the delivery of its Bus Reform programme. Following approval of the Strathclyde Regional Bus Strategy (SRBS) by the SPT Partnership, we are moving decisively from strategy into the formal assessment of local bus Franchising, as required by the 2019 Transport (Scotland) Act. This is a significant moment for our organisation and for the communities we serve.

We are therefore seeking to appoint three Senior Transport Planners (Bus Reform Leads) to join us at this pivotal point. These roles sit at the very heart of one of the most ambitious and far-reaching transport programmes in the region, alongside the **Clyde Metro** mass transit project, representing a genuine once-in-a-generation opportunity to help reshape the future of public transport.

You will be part of a highly skilled, multidisciplinary team, working collaboratively across SPT with local authorities, the Scottish Government, local bus operators and other partners. As a Senior Transport Planner, you will bring extensive transport project experience and expertise, intellectual rigor and sound judgement to complex decisions, helping to ensure that SPT acts as an intelligent, confident client to deliver high quality outputs on time and budget. Above all, we are looking for people with the drive, curiosity and determination to make a real difference.

If you are motivated by longterm impact, public value and the opportunity to improve everyday journeys for people across the West of Scotland, I would be delighted to hear from you.

Valerie Davidson
Chief Executive



Motherwell

Bellahill
Mossend
A721

Advertisement

Senior Transport Planners (Bus Reform Leads),
Strathclyde Partnership for Transport

Location – Glasgow
Salary – £47,900 - £53,614
per annum



Shaping the future of bus travel in the West of Scotland

This is a once-in-a-generation opportunity to help reshape how bus services are planned and delivered across the West of Scotland.

Strathclyde Partnership for Transport (SPT) is leading one of the most ambitious transport reform programmes in Scotland. Following formal approval of its Regional Bus Strategy, SPT is now moving to delivery of the Bus Reform programme and is seeking three Senior Transport Planners (Bus Reform Leads) to play a central role in this transformation.

These are senior, high-impact professional roles. You will be part of a small expert team acting as SPT's intelligent client, providing the insight, analysis and judgement needed to design future bus service models and guide complex, long-term reform.

Working alongside the **Clyde Metro** programme, this work will directly influence how millions of journeys are made each year.

We are looking for talented, motivated professionals from backgrounds such as transport planning, economics or engineering, who are excited by complexity, collaboration and long-term impact.

If you want to work on a programme that genuinely matters – improving everyday journeys, supporting inclusive economic growth and helping tackle the climate emergency – this is an outstanding career opportunity.

Join SPT and help shape the future of bus travel in the West of Scotland.

To apply for the post, please send a tailored CV and covering letter to **ScotlandExecutive@LHH.com** by midnight on **Sunday February 15, 2026**. Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.



About Strathclyde Partnership for Transport (SPT)

A strong public service ethos, collaborative culture and growing national profile.

Strathclyde Partnership for Transport (SPT) is the largest of Scotland's seven Regional Transport Partnerships, serving a population of more than 2.2 million people across 12 local authority areas in the West of Scotland.

SPT's role is to bring together local authorities and key regional and national partners to plan and deliver an integrated, sustainable transport system that supports inclusive economic growth, tackles inequality and improves quality of life.

At the heart of this is a clear ambition: to deliver a world-class, low-carbon transport system that meets the needs of people and communities now and in the future.

SPT sits at the centre of regional transport planning, combining strategic insight, robust analysis and practical delivery. The organisation plans and supports transport across all modes, working closely with councils, Transport Scotland, the Scottish Government, operators and communities to shape how transport services evolve over time.

Alongside its strategic planning role, SPT delivers and supports a wide range of transport activity across the region. This includes investment in bus services and infrastructure, management of major transport programmes, and the delivery of passenger-focused improvements that help keep communities connected.

SPT is now entering a period of significant transformation. Major programmes such as Bus Reform and Clyde Metro represent some of the most ambitious transport initiatives ever undertaken in the West of Scotland. Together, they will reshape how public transport is planned, governed and delivered, placing passengers, communities and long-term sustainability at the heart of decision-making.

This is an organisation with a strong public service ethos, a collaborative culture and a growing national profile. For professionals who want to work at scale, influence long-term outcomes and help deliver meaningful change, SPT offers a uniquely compelling environment.

[**Read more about SPT.**](#)

The Role: Senior Transport Planner (Bus Reform Lead)

Influence through credibility, clarity of thought and collaboration.

As a Senior Transport Planner (Bus Reform Lead), you will play a central role in shaping and delivering one of the most significant public transport projects in Scotland.

Reporting to the Head of Bus Reform, you will be one of a small number of senior specialists responsible for providing the professional expertise, analysis and judgement required to turn strategic intent into deliverable, high-quality outcomes.

These are not operational roles. Instead, you will operate at a strategic and system level, helping SPT to act as a confident and intelligent client as new approaches to bus network planning, governance and operational delivery are developed over the coming years.

Working across a complex policy, legislative and delivery landscape, you will:

- Play a lead role in the development and implementation of SPT's Bus Reform programme supporting progression of the Franchising Framework assessment from strategic option design and appraisal, through to statutory assessment, audit and approvals.
- Provide authoritative professional advice to senior officers, as well as elected members and partners, helping to inform key decisions with robust, evidence-based analysis.

- Contribute to the design of bus service delivery models, including network planning approaches, service specifications, performance frameworks and potential delivery mechanisms.
- Lead, commission and critically assess technical workstreams, including transport planning analysis, economic appraisal, options development, business case preparation, assurance and audit.
- Ensure that SPT acts as an effective intelligent client, setting clear requirements, constructively challenging assumptions and assessing advice from consultants, operators and other external bodies.
- Work collaboratively with local authorities, Transport Scotland, the Scottish Government and other stakeholders to support alignment between regional and national transport objectives.
- Support integration between bus reform and wider regional initiatives, including Clyde Metro and the Regional Transport Strategy, ensuring a coherent, passenger-focused system approach.
- Help establish new ways of working, governance arrangements and processes that will underpin successful long-term reform.



You will be expected to exercise sound professional judgement, manage ambiguity and balance competing priorities over an extended delivery timeframe. Influence will be achieved through credibility, clarity of thought and collaboration rather than formal authority.

These roles offer the opportunity to work at scale, tackle complex and evolving challenges, and help deliver lasting change to how people across the West of Scotland access and experience public transport.



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The Person: Senior Transport Planner (Bus Reform Lead)

Curious, innovative and forward-thinking.

We are seeking high-calibre professionals with the expertise, credibility and motivation to play a leading role in a complex, long-term programme of public transport reform. These roles require intellectual rigor, sound judgement and the ability to work effectively across organisational and sectoral boundaries.

You are likely to bring a strong professional foundation in transport planning, economics, engineering or a closely related discipline, together with experience of applying this expertise in a public-sector or regulated environment.

Experience and Knowledge

You will be able to demonstrate:

- Significant experience of strategic transport planning, appraisal or programme development, ideally within a complex, multi-stakeholder context.
- A strong understanding of evidence-based decision-making, including the use of analysis, modelling, appraisal frameworks and business cases to inform investment and policy choices.
- Experience of working on large-scale programmes, policy initiatives or system-level change, where outcomes are delivered over multiple years.
- The ability to interpret and apply legislation, policy and statutory guidance within a practical delivery context. Experience of Scottish transport legislation is beneficial but not essential.

- Experience of commissioning, managing or critically reviewing work undertaken by external consultants or advisers.

Skills and Capabilities

You will be able to:

- Operate confidently as a subject-matter expert, providing clear, balanced and credible advice to senior officers, elected members and partner organisations.
- Analyse complex issues, identify options and trade-offs, and communicate conclusions clearly to both technical and non-technical audiences.
- Work collaboratively across organisational boundaries, building constructive relationships with local authorities, government bodies and other stakeholders.
- Exercise professional judgement in situations of ambiguity, balancing strategic ambition with practical deliverability.
- Manage multiple workstreams and priorities effectively within a fast-evolving policy and delivery environment.

Personal Attributes

You will be:

- Motivated by long-term public value and the opportunity to improve everyday journeys for people and communities.
- Curious, innovative and forward-thinking, with the confidence to challenge established approaches constructively.
- Resilient and determined, with the stamina to contribute to a complex programme over an extended timeframe.
- Collaborative in style, with a strong commitment to inclusive working and shared success.

Candidates may currently be based in Scotland or elsewhere in the UK. While the legislative and governance context in Scotland is distinct, this can be readily learned by individuals with strong professional fundamentals and the appetite to engage.





Conditions & Remuneration

Senior Transport Planner (Bus Reform Lead)

Location

Glasgow

Salary

£47,900 - £53,614 per annum

Benefits

- 33 Days Annual and Public Holiday Entitlement (pro rata to shift pattern)
- Membership of the Local Government Pension Scheme
- Group Life Assurance Cover
- SPT actively encourages learning and development and are committed to ongoing learning and development to support career progression
- Employee Travel Pass Scheme – a Subway Smartcard to travel on the Glasgow Subway for free plus an additional card for a member of your household
- Salary Sacrifice Bus or Rail Season Ticket Scheme – subsidised at a maximum of £645 towards the cost
- Cycle to Work Scheme, Employee Assistance Programme, Long Service Awards, Credit Union

How to Apply

To apply for the post, please send a tailored CV and covering letter to ScotlandExecutive@LHH.com

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Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

If you would like a confidential, informal discussion about the role then please contact Fizza Islam, LHH on **+44 (0)141 220 6460** or email the above address.

SPT is an Equal Opportunities company welcoming applications from a diverse background. If you've got the right skills for the job we want to hear from you.

SPT encourages applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race. We also participate in the **Disability Confident Scheme** – find out more disabilityconfident.campaign.gov.uk

Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.

Timescales

Closing date for applications:
Midnight on Sunday February 15, 2026.

Interviews with SPT:
Friday 13 March, 2026.



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We connect Scotland's top businesses with exceptional candidates –
and we do it really well.**

We count innovators, creatives and leaders among the professionals we work with, and our clients and candidates span a diverse range of sectors and functions. From procurement and supply chain, medical, engineering, project management, accountancy, legal, transport and business transformation, to banking, the arts, government, technology, marketing and communications, not-for-profit and HR, our expertise is wide-reaching and our reach unparalleled.

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